Marine Corps Mentoring Program

BACKGROUND

- HQMC Survey notes Problems:

  -Lack of accountability/responsibility among junior Marines

  -No cultural imperative among junior Marines to “be a Marine 24/7”

  -Many junior Marines lack trust in the chain of command

  -NCOs have the most impact on junior Marine attitudes and behavior

  -NCOs asked for “tools” so they can impact their Marines better

BACKGROUND (cont.)

-CMC Forms Working Groups - May 04

-Chaired by ACMC with membership from 3 stars to LCpls

-3 Teams

1. Climate
2. Behavior
3. Systems

- Recommended Solution
  - **Mentoring Leadership Program**

MENTORING

- Time is right
  -Op Tempo is staggering
  -Indicators are telling
  -Cohesion never higher in combat
- Marine Corps has all the right leadership tools

-Ethics
-Core Values
-Principles of Leadership
-PME
-MCMAP

-Professional Reading Program
-Guardian Angel concept
-MOS Roadmaps
-Accountability
-etc… but we need to more closely tie them together

TECOM INITIAVTIVE

- Leadership Center of Excellence
- Focus on taking care of our own

  -Genuine Concern

  -A Marine 24/7

  -Buddy System

  -MCMAP

  1. Character
  2. Adversity

  -Personal and Professional Mission

EMPOWERING YOUNG LEADERS

- Adoption of a comprehensive mentoring program
- Expand on successful leadership abilities of junior leaders
- Expand on combat cohesion
- For Marine by Marines

  -Looked at a number of programs/ systems

  -We've identified gaps

  -Embrace accountability / responsibility

TOOLS FOR SUCCESS

- Mentor's Guidebook/Leader's Mentoring Log
- -Self Assessment tool

  -Captures all Marine Corps pubs/ related docs.

  1. Mentoring
  2. Reference pub

  a. Encyclopedia of information

  b. Assists mentor

  c. Points Mentor in right direction

TOOLS FOR SUCCESS (cont.)

-Warrior citizen

-Mental/ Emotional/ Physical/ Spiritual Strengths

-Manager

-Time / Finances / Organizational Skills

-Family Member

-Leader

-Decision Maker / Communicator / Executor

SUMMARY

- All Marines must be Mentors

  -It equals good leadership
- Key to success…

  -Displaying Genuine Concern
- 24/7 Task
- Good leaders grow more good leaders

SUMMARY (cont.)

"One must put himself in the place of those whom he would lead; he must have a full understanding of their aspirations, and their ideals; and he must embody in his own character the virtues which he would instill into the hearts of his followers."

Gen. John A. Lejeune

18 Jan 1921